

## **New Pay Stubs Raise Employee Eyebrows, But Finance Officials Stress the Benefits**

(October 22) Changes on the MTA's new paycheck stubs may have raised some employees' eyebrows, but Finance Department officials say the changes were made to benefit employees or were required by state law.

A number of employees contacted the CEO HotLine to inquire about the use of home addresses, Social Security numbers and bank account numbers on the redesigned pay stubs. They expressed concern about privacy in the event a pay stub is lost or stolen.

But Terry Matsumoto, executive officer, Finance, says the information could not easily be used by an unauthorized person. The bank account number, for example, doesn't indicate which bank holds the employee's account.

The account number was added to the pay stub to assist those employees who make direct deposits into more than one account, usually checking and savings. That's probably 25 percent of those who have direct deposit, according to Matsumoto.

Social Security numbers are now printed on pay stubs in accordance with California law, he says. The old pay stubs, which did not include Social Security numbers, had been in violation of the law. The new stubs also show federal and state income tax withholding information.

Printing the mailing address on the pay stub also is a convenience to those employees who are away from their work locations on pay day. Because the pay stubs are enclosed in a sealed window envelope, pay clerks can now just drop the envelope in the mail, Matsumoto says.

He notes that a form printed at the bottom of the memo accompanying the new pay stubs allows employees to provide a change of mailing address, if desired.

"The new information on the pay stubs provides an audit trail for employees," Matsumoto says. "I think most people will find this to be a convenience."

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